

Panaji, 25th March, 1997 (Chaitra 4, 1919)

SERIES I No. 51

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA

### EXTRAORDINARY

### No. 4

#### GOVERNMENT OF GOA

#### Department of Labour

#### Notification

25/2/96-LAB

Whereas a draft Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 11, Extraordinary, dated 13-6-1996 under Notification No. 25/2/96-Lab dated 20-2-1996 of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 13-6-1996;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, revises with effect from 1-4-1997 the Minimum Rates of Wages payable to the various categories of employees employed in "Employment in private hospitals, nursing homes, dispensaries, medical Clinics, radiology, pathology, pathology laboratories, surgical Clinics including such establishments where medical treatment is given to patients" as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)

#### Highly skilled

(1) (A)	(1) Secretary	Rs. 98/- per day or
	(2) Lab Technician	Rs. 2548/- per month
	(3) X-Ray Technician	
	(4) Sr. Physiotherapist	
	(5) Sr. Occupational Therapist	
	(6) Medical & Psychiatrist	
	Social Worker.	
(B)	(1) Asst. Manager	Rs. 80/- per day or
	(2) Head Clerk	Rs. 2080/- per month
	(3) Supervisor	
	(4) Accountant (Senior)	
	(5) Steward	
	(6) Head Cook	
	(7) Slimming Coach	
	(8) Jr. Physician	
	(9) Ayurvedic Physician (Diploma)	
	(10) Homoco Physician (Diploma)	
	(11) Office Superintendent	
	(12) Auditor (Senior)	
	(13) Malaria Inspector (Senior)	
	(14) Sr. Surveillance Inspector	
	(15) Treatment Organizer	
	(16) B. C. G. Team Leader	

#### Skilled

(A)	(1) Home Sister	Rs. 74/- per day or
	(2) Theatre Sister	Rs. 1924/- per month
	(3) Nursing Sister	
	(4) Public Health Nurse	
	(5) Ward Sister	
	(6) Theatre Master	
	(7) Medico Social Worker	
	(8) Staff Nurse	
	(9) Health Visitor	
	(10) Dietician	
	(11) Sr. Technical Asstt.	
	(12) Sr. Technical Asstt. (Resp.)	
	(13) Sr. Technical Asstt. (Nuclear)	

(1)	(2)	(3)	(1)	(2)	(3)	
(14)	Sr. Scientific Asstt. (Endocrine)	Rs. 74/- per day or	Unskilled	(1)	Sweeper	Rs. 56/- per day or
(15)	Scientific Asstt. (Dial)	Rs. 1924/- per month		(2)	Watchman	Rs. 1456/- per month
(16)	Sr. Scientific Asstt. (Endlos)			(3)	Ward Boy	
(17)	Sr. Pharmacist			(4)	Peon	
(18)	Siomicroscopic			(5)	Ray Boy	
(19)	Tutor Radiology			(6)	Laboratory Boy	
(20)	Theatre Supervisor			(7)	Dental Boy	
(21)	Tech. Supervisor (Lab)			(8)	Ayas	
(22)	Sr. Photographer			(9)	Mali	
(23)	Physiotherapist			(10)	Helper	
(24)	Occupation Therapist			(11)	Laundry Boy	
(25)	Chief Hospital Pharmacist			(12)	Cook Mate	
(26)	Selection Grade Pharmacist			(13)	Kitchen Mate	
(27)	Sanitary Inspector			(14)	Kitchen Servant	
(28)	Audio Usual Technician			(15)	Barber	
(29)	Telephone Operator			(16)	Attendant	
(30)	Field Assistant			(17)	Table Maid/Ward Supplier	
(31)	Blacksmith (Class I)			(18)	Scavanger	
(32)	Malaria Inspector			(19)	Gate Keeper	
(33)	Surveillance Inspector			(20)	Cleaner	
(B) (1)	Asstt. Home Sister	Rs. 65/- per day or		(21)	Woman Labourer	
(2)	Asstt. Theatre Sister	Rs. 1690/- per month		(22)	Record Lifter	
(3)	Asstt. Public Health Nurse			(23)	Library Attendant	
(4)	Asstt. Nursing Sister			(24)	Office Attendant	
(5)	Asstt. Medico Social Worker			(25)	Dark Room Attendant	
(6)	Asstt. Chief Hospital Pharmacist			(26)	Van Cleaner	
(7)	Technical Asstt. Radiologist			(27)	Sampling Helper	
(8)	Technical Asstt. (CSSD)			(28)	Night Watchman	
(9)	Technical (Bio-Chemistry)			(29)	Helper (In Physiotherapy Section)	
(10)	Technical (Dialysis)			(30)	Stretcher Bearer	
(11)	Technical (Contechtlence)			(31)	Female Attendant	
(12)	Technical (B. Bank)			(32)	Utensil Worker	
(13)	Technical (Anaesthesia)			(33)	Dish-in-action Attendant	
(14)	Technical (Allergy-Clinic)		(34)	Mess Servant		
(15)	Technical (Life Saving)		(35)	Caretaker		
(16)	Statistical Assistant		(36)	Rice Cleaner (Woman)		
(17)	Asstt. Dietician		Clerical	(1)	Clerk/Office Attendant	Rs. 70/- per day or
(18)	Electrician			(2)	Telephone Attendant	Rs. 1820/- per month
(19)	Workshop Supervisor			(3)	Typist	
(20)	Radiographer Senior			(4)	Cashier	
(21)	Theatre Technician			(5)	Steno typist	
(22)	E. C. G. Technician			(6)	Receptionist	
(23)	Technician					
(24)	Pharmacist					
(25)	Lab. Technician					
(26)	Dental Hygienist					
(27)	Dental Mechanic					
(28)	C. C. U. Asstt.					
(29)	Urban Leprosy Asstt.					
Skilled						
(30)	Telephone Monitor	Rs. 65/- per day or				
(31)	Artist	Rs. 1690/- per month				
(32)	Cook					
(33)	Tailor					
(34)	Compounder					
Semi-Skilled						
(1)	Dresser	Rs. 59/- per day or				
(2)	Lab. Attendant	Rs. 1534/- per month				
(3)	C. S. S. D. Attendant					
(4)	Dark Room Attendant					
(5)	Sr. Ward Orderlies					
(6)	Animal Attendant					
(7)	Auxillary Nurse/Midwife					
(8)	Washerman (Dhobi)					
(9)	Barber (Hair Cutter)					
(10)	Optician					
(11)	Lift Operator					
(12)	Blacksmith					

*Explanation for the purposes of this Notification:*

(1) Where in any area/establishment, Scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

*Explanation for the purposes of this Notification:*

(1) Where in any area/establishment, Scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum wages are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.

(4) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

(5) Both men and women have to be paid the same rates of wages fixed for the same category and for equal work.

(6) In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Ex-Officio Joint Secretary (Labour).

Panaji, 25th March, 1997.

#### Notification

25/3/96-LAB

Whereas a draft Notification for fixing the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment of "Employment in watch and ward and security services", was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), in the Official Gazette, Series I No. 11 dated 13-6-96, Extraordinary, under the Notification No. 25-3-96-Lab dated 12-3-1996 of the Department of Labour, Government of Goa (hereinafter called the said draft Notification), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 13-6-1996;

And whereas no objections and suggestions were received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Goa, hereby fixes with effect from 1-4-1997 the minimum rates of wages payable to the various categories of employees employed in "Employment in watch and ward and security service", as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(I) Unskilled		
	Chowkidar Watchman	Rs. 50/- per day or Rs. 1500/- per month
	Any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II) Semi-skilled		
	Security Guards (Without arms)	Rs. 60/- per day or Rs. 1800/- per month
	Any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III) Skilled		
	Security Guards (with arms) Head Guard (fire fighting) Supervisor	Rs. 70/- per day or Rs. 2100/- per month
	any other category by whatever name called which are of skilled nature.	

#### Explanation:

(1) Where in any area, scheduled employment wages fixed and/or revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.

(3) In the case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

(4) Minimum rates of wages fixed are all inclusive, including the weekly day of rest.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Ex-Officio Joint Secretary (Labour).

Panaji, 25th March, 1997.

## Notification

25/4/89-LAB

Whereas a draft Notification for revising the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment namely "Employment in Readymade Garment Manufactory" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), in the Official Gazette, Series I, No. 11, Extraordinary dated 13-6-1996 under the Notification No. 25/4/89-LAB dated 19-2-1996 of the Department of Labour, Government of Goa, (hereinafter called the said draft Notification), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 13-6-1996;

And whereas no objections and suggestions were received from the public on the said draft Notification by the Government,

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), and after consulting the Advisory Board, hereby revises with effect from 1-4-1997 the Minimum Rates of Wages payable to the various categories of employees employed in "Employment in Readymade Garment Manufactory" as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)

## (I) Unskilled

- (1) Helper
- (2) Thread Cutter
- (3) Sweeper
- (4) Peon
- (5) Labourer

Rs. 41/- per day

Any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.

## (II) Semi-skilled

- (1) Button Stitcher
- (2) Button Holders
- (3) Pattern Tracers
- (4) Kaj Operators
- (5) Ironing
- (6) Asstt. Tailor
- (7) Asstt. Stitcher

Rs. 45/- per day

Any other designation falling within the ambit of the foregoing entries and shall

(1)	(2)	(3)
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include such designated employees who in their skill are considered below a skilled person and include those designated as Assistants or Juniors.

OR

By way of a mention as category (II) or Grade B e.g. Assistant Stitcher, Assistant Tailor or Assistant Operators, and the like.

## (III) Skilled

- (1) Master Tailor
- (2) Cutter
- (3) Designer
- (4) Checkers
- (5) Driver
- (6) Machine operator
- (7) Stitcher

Rs. 52/- per day

Any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.

## (IV) Clerical

- (1) Typist
- (2) Telephone Operator
- (3) Receptionist
- (4) Accounts Clerk
- (5) Store Keeper

Rs. 55/- per day

Any other designation falling within the ambit of foregoing category.

## Explanation:

(1) Where in any area, scheduled employment wages fixed and/or revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.

(3) Both male and female workers have to be paid the same rates of wages fixed for the category and for equal work.

(4) In the cases of employees employed on piece-rate basis the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Ex-Officio Joint Secretary (Labour).

Panaji, 25th March, 1997.

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